

**Justification of Uncontrollable and Related Changes: NR&P**

<b>Uncontrollable Cost Component</b>	<b>2002 Enacted</b>	<b>2003 Change</b>
<b>Additional Cost of January Pay Raises</b>		
<b>1 Pay Raises</b>		
Pay and benefit costs for GS-series employees and associated pay rate changes for employees in other pay series		
<b>1. 2002 pay raise</b>	NA	158
1st quarter FY 2003 based on January 2002 increase of 4.6%		
<b>2. 2003 pay raise</b>	NA	40
Last three quarters of FY 2003 based on projected January 2003 increase of 2.6%		[229]
<b>SUBTOTAL, Pay Raise</b>	<b>NA</b>	<b>198</b>
<b>Other Uncontrollable Cost Changes</b>		
<b>2 FERS Retirement Costs</b>	NA	36
Costs incurred by the increase in the relative proportion of NPS employees covered by FERS which has higher employer costs than the Civil Service Retirement System (CSRS.)		
<b>3 Employer Share of Federal Health Benefit Plans</b>	NA	25
Increased cost of NPS share of health benefits for employees.		
<b>SUBTOTAL, Other Uncontrollable Cost Changes</b>	<b>NA</b>	<b>61</b>
<b>TOTAL, All ONPS Uncontrollable Cost Changes</b>	<b>NA</b>	<b>259</b>

[ ]Bracketed numbers indicate absorbed costs and are additive to the amount requested. NPS will absorb 54% of estimated pay cost requirements in this budget. Savings from such reforms as layering organizations, competing work that might more appropriately be done by the private sector, reexamining position grades, and management streamlining will be used as offsets to these absorbed costs.